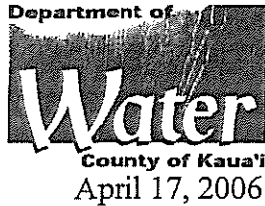


APR 18 2006

Water has no substitute.....Conserve it



Honorable Louis Abrams, Chair
and Commission Members
Charter Commission, County of Kaua'i
4444 Rice Street, Suite 235
Lihue, Hawai'i 96766

Re: Proposed Kaua'i County Charter Amendment re: Salary Commission

Dear Chair Abrams and Charter Commission Members:

I support the proposed amendment to the Kaua'i County Charter ("Charter") whereby the recommendations of the Kaua'i County Salary Commission ("Salary Commission" or "Commission") would become effective unless vetoed by three-quarters of the Kauai County Council.

Presently, pursuant to Charter Sec. 29.02B, the salaries of all appointed and elected officers within Kaua'i County must be established by ordinance adopted by the Kaua'i County Council. As such, unless the Salary Commission's recommendations are adopted as an ordinance, the Commission's recommendations have no effect.

As a member of Board of Water Supply, we strongly support to amend the Charter for the following reasons:

- The proposed amendment would provide a salary setting method allowing the Salary Commission independent authority to fix the salaries of appointees and elected officials, yet preserving the Council's oversight in the County's budget requirements. Often the setting of appointees and elected officials salaries is a highly sensitive and politically charged matter, therefore, entrusting this function to an independent, citizen appointed panel allows an objective, non-political decision-making body to formulate competitive salary compensations for the various administrative appointees and Council.
- The hiring and retention of qualified people will become increasingly difficult with the current compensation differential and low unemployment rate. The County cannot expect to compete with the private sector for qualified individuals, if the duties and responsibilities of the administrators are not adequately compensated
- Finally, the current "pay inversion" does not promote incentives to commensurate County civil service employees to apply for department-head and deputy department-head positions. Yet, these senior management personnel possess a tremendous wealth of knowledge, experience and understanding of the government process which would be

Honorable Louis Abrams, Chair

Re: **Proposed Kaua'i County Charter Amendment re: Salary Commission**

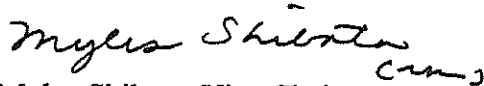
April 17, 2006

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beneficial to any administration. Increasingly, this pay inversion will negatively impact the County by moving the qualified personnel away from the top positions in the organization.

Thank you for the opportunity to submit written testimony in support of amending the Kaua'i County Charter. I humbly request for your consideration and support of the subject Charter Amendment proposal.

Respectfully submitted,

Handwritten signature of Myles Shibata in cursive script.

Myles Shibata, Vice Chair
Kaua'i County Water Board